



Rogue Valley SHRM Newsletter

November 2014

President's Corner

Passage of Measure 91 (legal recreational marijuana use in Oregon) could have a significant impact on your business if you are not prepared. This new law goes into effect July 1, 2015. Employers can still enforce their policies so the workplace is safe and friendly. If you don't currently have a drug and alcohol policy, it may be time to consider implementing one. If you already have one, it is recommended that you update it to address marijuana specifically so there is no confusion over it being a "legal" or "illegal" drug. Remember, marijuana is STILL illegal under federal law. It is also recommended that you review your policy with employees ahead of the July 1 date so they have plenty of time to consider and understand your policy.

Inside this issue:

SHRM Certification & Recertification Requirements 2

SHRM Network Mixer 2

2015 Board of Directors 3

Strategic Talent Management Across Diverse Industries 4

The **Boomer Exodus** is happening around us! Have you noticed? In a recent survey conducted by SHRM and AARP, 72% of HR Professionals have described the loss of talent due to older workers retiring/leaving their businesses as a "problem" or "potential problem". Count my business in the "problem" category of the 72%! In one of my units, we'll lose almost 25% of the workforce over the next five years. Gives me heartburn... Yet, from the same survey we learn that only 5% of businesses have implemented specific policies and practices that anticipate this huge loss of talent we'll see over the next 5-8 years. The **November 20 roundtable on strategic talent management will be worth attending**. RSVP to: thaakin-son@sierrapine.com

The 2015 Board of Directors for your SHRM Rogue Valley Chapter is in place and ready to go with the exception of one position. We need a Secretary to publish minutes of our meetings. If you are interested, let any current member of the board know. You can also call me directly to discuss it: 541-618-3644.

Beginning in January, 2015, our programs will be held on the 3rd Wednesday of each month, same times, from 8:00 – 10:00 (7:30 coffee), same place, Smullin Center. The first 2015 program is: Wednesday, January 21.

Reminder... Our **Thursday, November 20**, seminar will be conducted as a **Round-Table** facilitated by local professionals to address, with you, the strategic aspects of workforce and succession planning as we go into the era of mass retirements! **You will receive 1.5 hours of Business (strategic) HRCI credits.**

Find us and “like” us...

Facebook: WWW.FACEBOOK.COM/SHRMRV
Website: WWW.SHRMROGUEVALLEY.SHRM.ORG
LinkedIn: http://www.linkedin.com/groups?home=&trk=anet_ug_hm&gid=6688363
Twitter: @SHRMRogueValley

Parting facts... a snail can sleep for 3 years.

John Underwood, SHRM Rogue Valley President, 2014

SHRM Certification/Recertification Requirements

HR professionals with existing HR generalist certifications in good standing will be eligible for the new SHRM certifications on Jan. 5, 2015, by taking an online tutorial. HR professionals seeking certification for the first time can apply for the certification exam beginning Jan. 5. The first exam period is scheduled for May 1 through July 15, 2015. For more information go to: www.shrmcertification.org

Thank you to all that attending our first SHRM Networking Mixer Tuesday, November 4th at Standing Stone Brewery. We were happy to have some SHRM board members, local HR Professionals, a new SHRM member and a few current and recently graduated students in attendance.



Rogue Valley SHRM 2015 Board of Directors

Open:

Secretary- Please contact any SHRM board member if interested

Certification Director – (*Must be HRCI Certified*) Please contact any SHRM board member if interested

Offices:

President –Tanya Haakinson

President Elect -Jeanette Trumm

Past President -John Underwood

Treasurer -Suz Montemayor

Membership -Jill Auburn

College Relations - Sarah Heiken

Legislative –John Underwood

Diversity -Trish Forde

SHAPE – Shannon Stuver

Hospitality –Sarah Elkinton

Newsletter -Val Wilson

Community Relations -Joe Rossi

Social Media- Jeanette Trumm

At Large- Michelle Robison

At Large –Wendi Brown

Programs – Julie Carr

Programs Support- Suz Montemayor/Tabitha Carlson

Workforce Readiness--Kathryn Reinhardt

SHRM Foundation – Brandy Birrueta

At Large – Sharon Harvey

At Large – George Kuhn

At Large- Michelle Robison

At Large –Wendi Brown



Rogue Valley SHRM Chapter Presents: Strategic Talent Management Across Diverse Industries

Four HR professionals, each with a different industry perspective, will present in this round-table discussion. They will share the business development cycle for their respective industries, as a setting for their current talent needs. Attendees will hear the diverse circumstance in which each industry/business sector finds itself competing for current and future talent. The panel members will share their particular journey through the current state of their businesses, discussing the unique skillsets, economic, political and cultural challenges. The presentation will include how the businesses have adapted to their current and anticipated talent needs in a dynamic regional, national and international business climate. Attendees will come away with insights and tools for how to audit current and future talent needs and how to adapt to those needs to ensure a stable and competent talent pool to meet the strategic needs of business.

Date: November 20, 2014

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 9:30 am

Presenter: John Underwood, MBA, SPHR,
Guy Perrin, MA Counseling and Organizational Psychology
Kelly Williams
Wendi Brown, BS Business

John Underwood, MBA, SPHR. He holds an MBA thought City University of Seattle and is certified at the SPHR level and currently serves as the Rogue Valley SHRM Chapter President.

Guy Perrin, MA Counseling Psychology and Organizational Psychology. He has a Master's degree in Counseling Psychology from Antioch Graduate School and a Commerce degree in Organizational Behavior.

Kelly Williams is a Consultant with Centerpoint Leadership Services. He has 15 years of experience with U.S. Cellular and Asante Health System. Kelly has specific expertise in training, curriculum design and leadership coaching.

Wendi Brown, BS in Business Administration. She also has earned certificates in Project Management, Global Business, Marketing and Human Resources from Colorado Technical University.

Meeting Location: Smullin Health Education Center
2825 E. Barnett Road
Medford, OR 97501

Cost: \$10.00 per member / No charge for first time guests and students
\$15.00 for non-member

HRCI Credit: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmroguvalley.shrm.org